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ABSTRACT

Thirteen papers are presented that discuss issues in public personnel decision making, specifically in the area of personnel selection. After an introduction by James P. Springer, the following papers are presented: (1) "History of Employment Testing" (Matthew Hale); (2) "Job Families: A Review and Discussion of Their Implications for Personnel Selection" (Kenneth Pearlman); (3) "Personnel Selection and Classification" (Mary L. Tenopyr and Paul D. Oeltjen); (4) "Issues in Personnel Selection" (Donald L. Grant); (5) "Selection Theory for a Political World" (Lee J. Cronbach); (6) "Employment Testing: Old Theories and New Research Findings" (Frank L. Schmidt and John E. Hunter); (7) "The Realities of Employment Testing" (Mary L. Tenopyr); (8) "Ability Testing: Individual Differences, Prediction, and Differential Prediction" (Robert Linn); (9) "The Many Definitions of Test Bias" (Ronald L. Flaugher); (10) "Ability Testing: Federal Guidelines and Professional Standards" (Melvin Novick); (11) "Validity and Fairness of Some Alternative Employee Selection Procedures" (Richard R. Reilly and Georgia T. Chao); (12) "On Trinitarian Doctrines of Validity" (Robert M. Guion); and (13) "The Supreme Court and the APA, AERA, NCME Test Standards: Past References and Future Possibilities" (Barbara Lerner). (SLD)

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